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Naturally Yours
Get to know your furry neighbours on pages 4 and 5.

Holiday Concert
See photos of Stuart Baker Elementary School's holiday performances on page 10.

Two snowy deer are almost camouflage with their snowy surroundings. /Submitted by Tammy Nash

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Introducing PressReader

CHRIS STEPHENSON
Special to *County Life*

At Haliburton County Public Library (HCPL), we often launch new programs and services, but our staff are always researching and testing new digital resources for the community. Thanks to a strong provincial connection between Ontario libraries, many of the platforms we purchase are affordable and made possible by consortium buying power. In other cases, we use data and feedback from our patrons to make choices for additional special e-Resources we may be able to purchase on our own. This season, we're excited to launch PressReader, which gives our library members access to more than 7,000 of the world's top newspapers and magazines. You can read the latest editions as soon as they're available on shelves, at the library or right at home.

The library of the future will always acquire and maintain a physical collection. Don't worry, in a country replete with trees, we hear all the time about how much people appreciate reading books made from paper. Our collection is valued by everyone who visits the library and it's regarded as one of our greatest assets. But we also know that many library users choose to engage with the library online. We think of our website as a "virtual branch," as it is a portal to some enormous specialty collections also available to our patrons. For example, you can access over 30,000 films and documentaries on Kanopy, a streaming video platform. Over 90,000 eBooks and audiobooks are available through the Libby app, along with 4,000 magazines. All just by signing up for an HCPL library card at your preferred branch. And then by going to haliburtonlibrary.ca in your browser.

Now with the launch of PressReader, available at HCPL, you'll be able to read full-colour digital copies of popular national Canadian newspapers. As well as dozens of current newspapers in every province across Canada – all from your personal device. You can read worldwide news, too, such as *The Guardian* or catch up on the business section of Newsweek if you want. And the collection that's distributed on the PressReader platform includes content available in more than 60 languages. Remarkably, it's possible to apply instant translation in up to 18 different languages for most articles.

Our library branches are PressReader "hotspots," so anyone using the free wi-fi in our physical facilities will have instant access to this new content without having to log in. From home, however, you're able to log in to the PressReader app with your library card number and enjoy everything from the *Cape Breton Post* to *Rolling Stone* magazine. The powerful thing about PressReader is that if you don't have Internet access at home, you can download all issues for offline reading. There is no limit on the number of downloads you may want to do, and you can save and keep what you're interested in indefinitely. PressReader also allows you to bookmark articles for future reading.

The PressReader app is free to download to your personal device, and it's available from the Apple App Store, Google Play Store, or Microsoft App Store. But you can also find and use PressReader.com in your web browser.

If you're already familiar with the library's Libby app, you know that you can read eBooks with some important built-in accessibility features, such as specialized font to aid Dyslexic readers, and a compatibility with screen readers. PressReader is similarly designed with accessibility in mind. In addition to screen reader compatibility, you can read text with adjustable font sizes, or choose to view a single article, as opposed to having the full page of a newspaper appear on your screen. You can read items in the collection in page view or text view: This focuses on the content of only the articles and leaves out the advertising parts of the paper. On your screen you will scroll through the digital pages just as you would if you were turning the pages of newsprint.

For the past couple decades, a digital collection is one of the fastest growing areas of most public libraries. At HCPL we're proud of the fact that our community members are able to access many of the resources usually found in medium and large urban centres. This is often because the cost of a platform's subscription is determined by the population size of a region or based on the number of membership holders in a library system. HCPL falls within a criteria range that makes our collections budget go a little farther in some cases.

If you and your family members like to stay informed about what's happening anywhere in the world, you are going to enjoy having access to PressReader access. Please spread the word about this new offering! As I mentioned at the beginning, we use statistical recordkeeping to help make decisions about what we subscribe to on an ongoing basis.

Generally, high usage of any digital platform helps us justify the annual cost and make good use of our resources. So, we hope PressReader will be valued by you as much as it has been at the library already, given some of the feedback we've received.

And as always, our staff are standing by to help you understand how PressReader works. The same goes for any of the e-Resources in our digital library collection. We realize not everyone may know what an "app" is, or how you can connect to our wi-fi when visiting the library. Fortunately, we're in the question answering business and we like to help. So please stop by one of our library branches this season and find out more about how you can access our quickly growing digital collections. At HCPL, there's definitely something for everyone!

County Life

The following inserts are being distributed with County Life this week:

Canadian Tire *
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Pharmasave *
Rexall *
Shoppers Drug Mart Haliburton *
Todd's Independent *

All inserts are to selected distribution areas.

For information on how your flyer can be inserted each week in County Life please contact Melissa Armstrong at **613-332-2002** or **melissa@haliburtonpress.com**

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You better not pout!

JANET TRULL

Special to County Life

A walk in the snow is one of the simple joys in life. /Submitted by Janet Trull

I feel sorry for kids today. So many choices. So many chances to make the wrong decision. We didn't have that problem.

Childhood in the sixties was easy. Why? For any given opportunity, there were usually just two options. Get your work done or stay in for recess. Eat what's on our plate or go hungry. Share a bed with a sibling or sleep on the floor.

It was also an individual's choice whether to accept one's fate or complain. That hand-me-down winter coat isn't fashionable? "Waaa. Waaa. Waaa," Dad would say. "Get a job." Mom cut your bangs too short? "Cry me a river. Hair grows."

The school of hard knocks was compulsory. And if you didn't pay your tuition up front, you'd pay later. Better to take your punishment. Straighten up and fly right. Get over it. Santa was just another adult with the same philosophy. You better not pout! You better not cry! Buck up, matey, Santa's watching you day and night. And he's got a lump of coal with your name on it, if you can't manage to turn that frown upside down.

The irony, of course, is that those of us who tripped over each other doing good deeds from Hallowe'en to Christmas Eve hardly ever got what we asked for. A stocking with an orange straight from the kitchen fruit bowl, a yoyo, a tube of toothpaste and a puck. Seriously, it was the worst rewards program ever. What happened to that transistor radio I asked for?

Instead, a soft package. Clothes. Not cool ones either. Thanks a lot, Santa. Disappointment? Resentment? It was fleeting. Mom shooed us outside so she could get the turkey in the oven. We put on our new homemade socks and mitts and hats and went out and set up the nets in the street and whacked the heck out of those shiny new pucks. We ignored the one kid in the neighbourhood showing off his new transistor radio. "What's so great about that?"

Life ain't fair. Because this kid? He wasn't even good! He was bad! He lit his sister's doll's hair on fire. If that kid didn't deserve coal, who did?

I guess we baby boomers must have saved up some of those hurt feelings. We tried to give our kids and grandkids all the presents and attention and happy times we wished for and didn't get. We gave too many choices. And it backfired.

There are hundreds of channels on TV, but nothing worth watching. Thousands of college and university courses, but nothing that gets you the job you want. Millions of possible partners on dating websites, but no one to help you become your authentic self. Too many choices, as it turns out, has made everyone miserable.

Too bad we didn't realize how lucky we were. Like hot meals at suppertime when the whole family sat down together. No. We didn't have a choice of menu. There was gagging on liver night, I'm not going to lie. But the mashed potatoes made up for it. And a nice pudding for dessert if you could choke it all down. Yes. It was sad when that one brother was still sitting at the table an hour later while the rest of us watched *Gunsmoke*. Lesson learned. Liver doesn't get any better when it is cold.

Here's to the memory of our parents, many of them gone, now. Thanks for teaching us the value of little choice. I wish we had appreciated you more at the time. Here's to young parents today, struggling with too many choices on how to raise healthy, kind, responsible kids in a world of too much stuff. Now, with hard economic times upon us, remember that there can be joy in homes where kids get what they need and not much more.

"O holy night. The stars are brightly shining."

Look up. A galaxy of wonder and mystery above us. Every night. Right in our own backyards. Free of charge. Happy New Year.

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Legion Events

Branch 129 Haliburton

Mondays: Bridge every Monday at 1 p.m. Schofield Room.
Tuesdays: League darts starting at 7 p.m.
Wednesdays:
Bid Euchre 1 p.m. start – Main Hall.
Bingo doors open at 6 p.m.
Bingo starts at 7 p.m. $500 Jackpot - $1000 Jackpot - last Wednesday of the month
Thursdays: General Meeting third Thursday of the month, starting at 7 p.m. All members urged to attend.
Ladies Auxiliary last Thursday of the month at 1 p.m.
Fridays: Meat draw has five draws, five prizes each draw, first draw at 4:30 p.m., last draw at 6:30 p.m. Tickets are $2 per draw. Ed Pickard, MC.
Friday fun darts from 4:30 p.m. and onwards.
Saturdays: 50/50 Draw 4 p.m. draw – tickets are $1 each available in the Clubroom.
Whether you're planning a function for 10 or 200, for more information call the Legion today at 705-457-2571, email rcll129@outlook.com or visit haliburtonlegion.com. Come on out and support Haliburton Legion Branch 129 ... everyone is welcome!
Club room hours: Mon. 3 to 6 p.m., Tues. 3 to 9 p.m., Wed/Thurs. 3 to 6 p.m. Fri. 3 to 7 p.m. and Sat. 3 to 6 p.m.

Branch 636 Minden

Monday to Thursday Lunch 11 a.m. to 2 p.m. with regular menu and daily special including Liver Lovers' Tuesday.
Friday Fish & Chips & Wings. Lunch 11a.m. to 2 p.m. and Dinner 4 to 7 p.m.
Saturday All Day Breakfast 9 a.m. to 2 p.m. with Meat draws at 11:30 a.m. Call ahead any day for take-out: 705-286-4541
Weekly Activities:
Karaoke every second Friday
Monday: Rug Hookers every second week
Tuesday: Euchre 1 to 3 p.m.
Thursday: Cribbage 1 to 3 p.m., Darts 7 to 9 p.m. and Euchre 7 to 9 p.m.
Schedules are subject to change without notice, so contact each Legion for updates.

Wilberforce

Dec. 29 to Jan 3: Closed
Tuesday, Jan. 3: Executive meeting 7 p.m.
Wednesday, Jan. 4: 2 to 6 p.m. Darts 2 p.m.
Everyone welcome!!

If you are planning a function for social or other event providing our guidelines/conditions are met, please feel free to contact us at 705-448-2221.

Friday dinners are in jeopardy due to lack of volunteers. Janice S needs to step back so if interested please reach out ASAP to help. Young people come out and show the elders how it's done!!

Naturally Yours

Get to know your furry neighbours

RICK WHITTEKER
Special to *County Life*

A short tailed weasel looks out into the chicken coop. /Submitted by Rick Whitteker

What I like about winter is that it has memory. This memory is not hidden but is there for all to see, a ghostly glimpse at what lives and moves around us. Tracks in snow are like wildlife signatures; you can interpret the answers to questions like, how big is the animal, what direction was it moving, how fast was it moving and how long ago did it pass by? Following the tracks, you might also find out what it prefers to eat and where it likes to sleep, rest or hide. With just a little bit of knowledge, you can get a glimpse into the life of the wildlife around us.

Knowing your tracks starts with understanding gait or the pattern of four footprints. Each animal presents a baseline gait which is the most common pattern of movement for that species. These include the diagonal walk (humans, felines, deer, moose), the bound (rabbits, hare, most rodents), the lope (the weasel family) and the trot (canines, shrews). These gaits will vary depending on the urgency of movement needed and the type of substrate (snow, sand, mud, etc.) the animal is travelling on.

If you are lucky to find a clear print on a dusting of snow or in slush, count the number of distinct toe prints. Rodents (mice, chipmunks, squirrels, beavers, etc.) have four toes on the front paw and five on the back. Rabbits and hare have four and four, as do felines and canines. Five and five could be weasels, bears, skunks, racoons, and others. Clear prints are rare in deep snow. That is why I love to snowshoe after a light snow on a crusty base.

Other identification features are the track length called stride and the track width called straddle. The stride is the length of the step on one side of the body. For example, if you measured the distance from toe of the front left foot to the toe of the front left foot when it lands again, you would be measuring the stride. The straddle is the measurement from the outer edge of both sides of a set of four prints called a track set. Called body sculpting, this measurement gives you an approximation of the size of the animal.

Although the above information is valuable, it can be a lot to configure out on the trail. One simple trick I learned from my colleague Chris Gilmour at Fleming College is that you can use the finger method to help identify small mammal tracks. If the straddle is about the width of your thumb, it is likely a shrew. This busy, small insectivore stays active all winter hunting for insects, spiders, slugs and earthworms. These pointy nosed pugilists are active day and night, almost always on the hunt.

If the track width is about equivalent to your middle and index finger together, this is likely either a mouse or a vole. The difference? Voles are stockier and have shorter tails. Their eyes and ears are smaller because they spend more time below ground than mice. Spring melt will reveal a network of vole tunnels under your lawn and, as I found out last summer, they love carrots and beets! Mice are thinner, have bigger ears and eyes. Their long tails often drag in the snow between prints.

If the straddle is about the width of your three middle fingers, it is likely a chipmunk. Four fingers, a Red Squirrel, and a full hand wide, that is you're the bigger Grey Squirrel (which are also black). These are just estimates, but this "handy" guide can help you to narrow down some of the small critters in your neighbourhood.

Other good cues to your track identification are pat-

see page 5

from page 4

terns of movement and location. For example, it is difficult to identify members of the canine family. A mid sized dog and a coyote can have the same size print, so look at the track pattern. A print pattern that meanders and stops at every tree is likely a dog. A straight-line pattern is more common for the energy conserving wild canines. Follow tracks to see where they end. Up a tree? Likely a squirrel or chipmunk. If you see a belly drag in the snow near a creek or river, it is likely a mink. Near a pond or lake, it could be a beaver. If the belly slide is wider and exits from a water body, it could be an otter seeking a new watery destination.

Going out to my backyard coop to feed my handful of laying hens, I saw a distinct track. A two-by-two lope, distinct to the weasel family, was made by an ermine or short-tailed weasel. Cute as a button and all white in the winter except for the tip of its tail which is black, this small weasel is beautiful, but an active carnivore. Great for controlling small rodent populations but this small bundle of energy also likes to hunt birds. I now have less than a handful of laying hens.

The loping gait of weasels (short-tailed weasel, long tailed weasel, mink, martin, fisher and otter) is well suited to their long, narrow body and short legs. They move like a slinky; their hind legs land where their front feet have just left. In snow, this gives them the advantage of directly registering one print on top of another which helps their back legs thrust from snow that is already tramped down by the front feet.

So, get to know your furry neighbours from their movement memory left in the snow. Each winter track tells a story, however, these wintery signatures can be fleeting, as new snowfall or a warm spell of weather can whisk away a track very quickly. Learning your tracks can make a simple walk in the winter more interesting and it can expand your knowledge of your most cherished natural places and who you share them with.

The wobbly skunk

If you see a small track set that appears to drift from side to side but travels, generally, in one direction it is likely a Stripped Skunk. Active on mild winter days, this seemingly staggering pattern is the basis for the saying, "as drunk as a skunk!" The skunk's nonchalant track pattern suggests the understanding that few predators want to dine on something this stinky. However, with acute eyesight and hearing but lousy sense of smell, the Great Horned Owl is oblivious to the stench and makes skunk part of their carnivore diet.

Mouse tracks with a tail drag sit on fresh snow. /Submitted by Rick Whitteker

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Send your letters to the editor to vivian@haliburtonpress.com. Letters must be signed and include a phone number.

County Life is produced by The Haliburton County Echo and Minden Times, and published by White Pine Media Corp.

Audited circulation: 6,372 July 1 - Dec 31, 2015

Forget the figures

EMILY STONEHOUSE
County Life Staff

A NEW YEAR.

We've wrapped up nearly 365 days of 2022. There have been highs, lows, and a whole lot of things in the middle.

This is the time of year that many of us will be inundated with "new year, new you" marketing. We will start getting targeted ads for weight loss, boots that will apparently make our lives complete, and ironically enough, meditative apps to encourage less screen time.

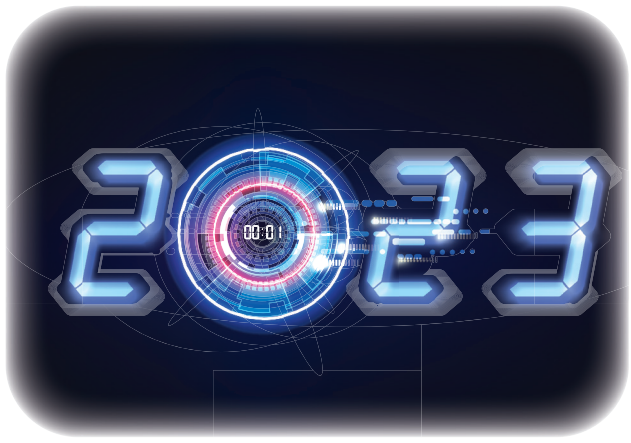
Many people do see this time as a fresh start. An opportunity to open up a new chapter in the book of your life. And maybe it is that. I recognize that as humans, we need the incentive for a new beginning. We welcome the opportunity to shed our past, and embrace whatever new adventures are on the horizon.

The only issue with that though, is that we don't do it.

We lose interest. We struggle with momentum. Life gets busy. Calendars fill up. We get tired.

And that's okay.

We live in a world that fixates on figures. Number



figures. Shape figures. Size figures. We measure the success of an individual based on their numerical value. How much they weigh. How many prizes they win. Whether they are first, second, or third. What age they are when they accomplish something. How many years it takes. How often they succeed, versus how often they fall.

Numbers.

With this fresh start, we are told we have a number value ahead of us. 365 days to make the most of it. To thrive. To kick those bad habits. To become the best version of yourself.

And maybe you will. Maybe this will be your year. Maybe you're a person that revels in structure and timelines. And if you are, that's great.

But if you're not, you're still a great human.

Because numbers don't navigate you. Days don't define you. Figures don't form you. You are, in every sense of the word, a magical person, who is just trying to understand life.

In my own varied career, I have been called both "too old" and "too young." I have compared my level of success to others who have come before me. I have measured my worth by my numerical accomplishments.

I wish I could go back in time and tell myself that my successes are my own. My accomplishments are earned. My values will evolve. I will change, and it will be great. The figures don't matter. The numbers on the scale, the timeline of my journey, the comparisons to others, they don't matter. They're not worth it.

So this year, you have 365 days. 52 weeks. 8760 hours. Some of them will be great. Some of them will hurt. Some will be used for rest. Some will be exciting. Some you will feel alone. Some you will be surrounded by love. But all of them will be yours. So forget the figures, and focus on the fun, the freedom, and the fleeting fairytale you're living in. After all, it's a new beginning in your story.

Top 10 things your dog thinks when it sees your Christmas tree

STEVE GALEA
Humour Columnist

IF YOU own a dog, you have probably noticed how it acted when it first saw the Christmas tree. Old Rover probably got all excited and nervous. It sniffed and circled and generally gave lots of thought to what it all meant.

Well, after years of living with dogs, I think I have finally cracked the code. I could be wrong, but here's my top 10 guesses as to what a dog is thinking when it sees your Christmas tree:

1. Great! An indoor urinal!
2. They brought a squirrel house inside.
3. I like that it comes with an evergreen-flavoured water bowl.
4. Look at that. A lifetime supply of fetch sticks.
5. Well, this is going to complicate my cat chasing.
6. There's no way they are ever going to know that I ate the tinsel.
7. I love it when we all howl around this thing.
8. Pretty sure the kids could reach it better if I knocked it down.
9. If I remember correctly, this means tonight they'll leave out some milk and cookies for me too.
10. Man, oh man, we are getting close to the time when they hang big socks on the wall within easy reach.

Fireworks

I'm trying not to be scared of fire. It's winter, and the lakeside house where we're staying has a wood stove which is lit most of the time. Its heat doesn't reach the basement where we'll now be sleeping the better part of next year. But our host, the owner of this home, has provided us with electric blankets.

Lately, Liz feeds her stove with the charred kindling she was able to salvage from our original woodpile. My partner and I had been super-ready for winter, and almost smug about how extra early we were this year. Not only had we hand-chopped and piled pine and maple from our own trees, we'd completed all decorating. Plus, our Christmas shopping was done for each other, and for everyone else.

Pine Lake is freezing over. Flakes pirouette in every direction. Currents still streak the thin new ice as it thickens for January sledders and portable fish huts. I'm blown away by the greeting-card vista beyond Liz's cathedral windows. She uses up our blackened firewood, and shelters us with heat, amenities, and many extra privileges as we rebuild some cozy semblance of the domestic routine we knew before.

Our own house burned down last month.

We lost our gifts, decorations, clothing, books, antiques, appliances, furniture, bedding, paintings. One recent effort towards our swift revitalization has been a secondhand TV. We can once again lose ourselves in British Baking Shows and talent competitions. Liz leaves us alone, but we organize suppers. We're determined to show our gratitude to her.

Today, she invites me to light her stove. It's terrifying. It didn't used to be. I'm awesome with a blaze. I can expertly layer tinder, kindling, and split logs which have dried outdoors for at least a year. I rarely fail. I'm the one who builds all Algonquin campfires.

This morning, I'm frightened to open the matchbox. For weeks, I've slept here like a teenager, been gifted with new clothing, swamped with community casseroles. I've been coddled by Liz in every way. Hers is a beautiful airtight stove, easy to light, lazy-burning, just like the TV channel which simulates an actual fireplace.

But lately, I dream in hot orange. I'm unnerved by smells and sudden noises. I manifest smoke behind every door. Logic tells me I'm safe, but my heart fibrillates fireworks.

My partner drives daily to where our home used to be. She still finds odd things in the snow. She's looking for an Inuit soapstone carving I once kept on my windowsill. The firehoses must have blown it clear away. Everything is frozen solid. She trudges, pauses, answers her phone. Catches up with neighbours. Checks our mailbox.

She cries at night.

"Try this barbecue lighter," suggests Liz. I startle from my paralysis near her stove. I accept the wand and trigger its tiny flame. It instantly ignites the Foodland flyer she's bunched beneath some skinny sticks of birch. Perfect tidy fire. A whispering beauty.

"You'll be fine," Liz reassures. "You'll be OK."

Submitted Deborah J Reed

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The rules of waste

JOHN WATSON
Special to *County Life*

People often wonder why they can't use another municipality's landfill, or why a municipality can't simply ban an item from being sold in local stores.

There are many rules that govern how residents, businesses, and municipalities manage waste. Here's a snapshot of the legislation, regulations, by-laws, and plans—international, federal, provincial, upper-tier county, lower-tier municipal—that impact waste management.

Internationally, the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal is a treaty designed to reduce the movements of hazardous waste between nations, and specifically to prevent transfer of hazardous waste from developed to less-developed countries. Furthermore, in 2017, China enacted its Operation National Sword, an initiative to monitor and more stringently review recyclable waste imports. This policy greatly impacted recycling markets around the world.

Except for being a signatory to the Basel Convention, the Canadian federal government was usually not been involved with the waste management sector. The Canadian Council of Ministers of the Environment meet to discuss matters such as household hazardous waste and electronic waste. However, in recent years, we've seen the federal government take a more active role in the waste management sector. The passing of federal Single-use Plastics Prohibition Regulations Single-use Plastics Prohibition Regulation means that starting December 22, 2022, the manufacturing and importing of plastic shopping bags, cutlery, foodservice ware, stir sticks and straws will not be allowed across the country.

Waste management in the Province of Ontario is governed by many acts and corresponding regulations. The Environmental Protection Act (EPA) authorizes the Ministry of Environment, Conservation and Parks (MECP) to establish liability on the party who have failed to take all reasonable care to prevent the release of pollutants into the environment. In the EPA, there are at least seven regulations that govern waste management including O. Reg. 101/94 Recycling and Composting of Municipal Waste, and O. Reg. 232/98 Landfilling Sites. The Environmental Assessment Act (EAA) requires an environmental assessment of any major public sector undertaking that has the potential for significant environmental effects. And finally, the Resource Recovery and Circular Economy Act (RRCEA) mandates the development, implementation and the operation of waste diversion programs. The RRCEA determines what and how we recycle. There are currently five regulations in the RRCEA outlining how tires, batteries, electric and electronic equipment, Blue Box recycling, and hazardous and special products, are to be safely managed and diverted away from landfill.

At the upper-tier level of municipal government, the County of Haliburton looks at waste management through a climate change lens. The County's Corporate Climate Change Mitigation Plan outlines ways municipal governments can minimize greenhouse gas emissions including reducing and diverting organic waste from municipal landfills.

Each lower-tier municipality (Dysart et al, Algonquin Highlands, Highlands East, and Minden Hills) has its own by-law that governs how waste is managed. Equally important, the provincial Ministry of Environment, Conservation and Parks writes and issues an Environmental Compliance Approval (ECA) for each landfill site. An ECA dictates how that site is to operate (hours of operation, staffing, acceptable materials, prohibited materials, environmental monitoring and reporting, etc.). No two ECAs are written the same, not even within the same municipality. However, some of the main conditions of almost all ECAs are a site can only accept waste from the municipality it is in (this is why you can't cross municipal boundaries with your waste), and scavenging is not allowed. The Ministry can issue fines if a municipality is not in compliance with its ECA. Finally, the lower-tier municipalities typically have plans or strategies for their respective landfills or the diverting of waste.

Waste management is a complex topic, bound by various acts, regulations, by-laws and plans that mandate how municipalities provide services to their ratepayers. By complying with these rules, municipalities work to safeguard the environment, reduce the possibility of financial fines and penalties, and maximize recycling and waste diversion efforts.

John Watson is the Environmental Manager for the Municipality of Dysart et al.

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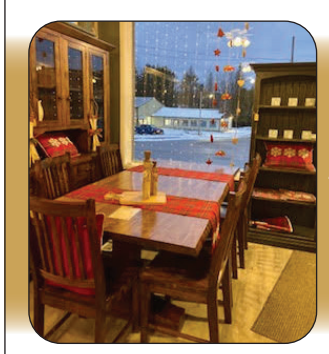

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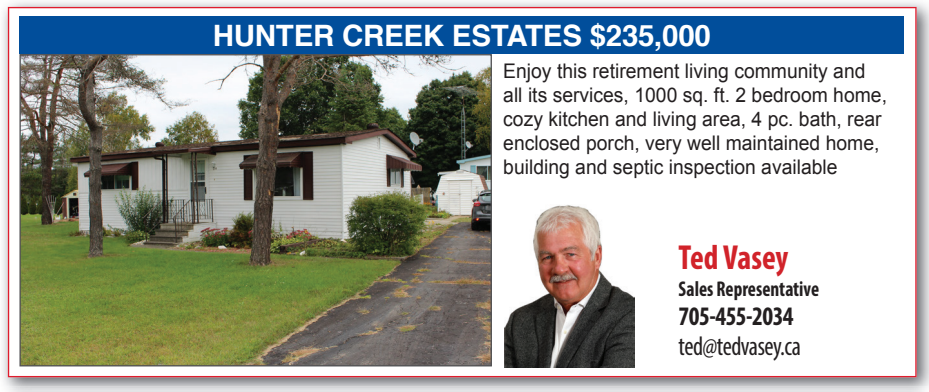
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Happy holidays from SBES

It was a full house at J. Douglas Hodgson Elementary School as all the grades from Stuart Baker Elementary School presented their first annual holiday show. This was the first holiday concert since the pandemic, and it was all smiles for those performing and watching. Raelyn Adlam, Paislee Cybulski and Allison Warring perform a dance with their classmates. /EMILY STONEHOUSE Staff

A Stuart Baker Elementary School class performs a holiday song for their first annual holiday show.

Community Events

Send your event listing to
classifieds@haliburtonpress.com

Trapper's Workshop

When: Sunday Jan. 15
Where: Lloyd Watson Community Centre in Wilberforce.
9 a.m. 3 p.m.
Admission is $2, everyone is welcome! Non-perishable food donations will be gratefully accepted for the Central Food Network. For more information contact Minden District Fur Harvesters, Ted Nottage, 705-448-2877

Haliburton Highlands Writer's and editor's Network

When: HHWEN regular meeting the third Thursday of every month. Starting Dec. 15 from 1 to 3 p.m.
Where: Minden Library, Rotary Room, 176 Bobcaygeon Rd., Minden.
Gather and meet members, read stories, general news.Contact Kay Millard,Secretary HHWEN, 705-286-6635

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in Dysart et al
February 1 to 28, 2023

Winter in the Municipality of Dysart et al is filled with snow, ice, and bright sunny days. This February, you're invited to celebrate 28 Days of Fun in Dysart et al.

Use a special 28 Days passport to track activities and be entered to win valuable prizes from local partners! There are lots of activities to choose from—snowshoeing, crafts, skating, cooking and more! Anyone can participate.

Visit **www.dysartetal.ca/28days** for more details including where to pickup a passport starting in mid January.

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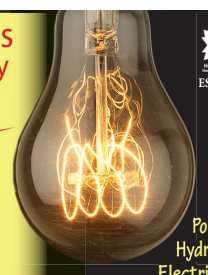

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Haliburton Highlands Health Services

HALIBURTON HIGHLANDS HEALTH SERVICES
Leaders in Innovative Rural Health Care

As innovative leaders in rural health care delivery, HHHS offers a broad spectrum of services with the goal of achieving improved local access to health services and quality of care for patients, residents and clients. As a rural health hub, HHHS promotes wellness and provides high quality health services across the continuum including Primary Care, Hospital Care (Acute In-patient and Emergency Care), Long-term Care, Palliative and End-of-Life Care and Mental Health and Addictions services, as well as an array of community programs. New investments in community programs, including a Geriatric Assessment and Intervention Network (GAIN) Team, a Palliative Care Community Team, Assisted Living Services for High-Risk Seniors and a Community Physiotherapy Clinic are all focused on supporting the residents of the Haliburton Highlands to stay healthy in their homes for as long as possible. HHHS is a teaching site, and works collaboratively with the Haliburton Highlands Family Health Team to support a full rotation of residents from the University of Toronto, Queen's University and others. To learn more about HHHS please visit our website at www.hhhs.ca.

Haliburton Highlands Health Services has a need for Full-Time, Part-Time (Permanent and/ or Temporary) and Casual staff for the noted classifications below.

RN's and RPN's are expected to be available for both Minden and Haliburton Hospital locations. In addition, opportunities are available in our two Long Term Care facilities, Hyland Wood and Hyland Crest.

Registered Nurses earns $34.24 /hr - $49.02/hr and is responsible for providing comprehensive care to patients, with predictable and unpredictable outcomes who may or may not be clinically stable. The successful candidate will possess a diploma/degree in Nursing and a current Certificate of Competence from the College of Nurses of Ontario. Previous acute care practice is preferred; previous emergency department or specialty department experience of 1 year or more is preferred. Recent experience is preferred. **Temporary housing accommodation will be provided by HHHS.**

Registered Practical Nurses earn $30.89 - $31.48/hr and provide client care in accordance with the Professional Standards of the College of Nurses of Ontario. She or he, as a member of the health care team, has a significant role in promoting health, preventing illness, and helping clients attain and maintain the highest level of health possible in situations in which a client's condition is relatively stable, less complex and the outcomes of care are predictable. RPN's must have a diploma in Nursing, a Current Certificate of Competence from the College of Nurses of Ontario, current BCLS. Must have a demonstrated knowledge of RPN scope of practice, excellent organization and prioritization skills and an ability to fully communicate in English.

Personnel Support Workers earns $22.48 - $25.20/hr and provide resident care in relation to activities of daily living. PSW's help residents attain and maintain the highest level of health possible in situations in which a resident's condition is relatively stable, less complex and the outcomes of care are predictable. Successful completion of Personal Support Worker program which meets one of the following:
The vocational standards established by the Ministry of Training, Colleges and Universities,
The standards established by the National Association of Career Colleges, or
The standards established by the Ontario Community Support Association; and
Must be a minimum of 600 hours in duration, counting both class time and practical experience.

Interested: Submit your application and resume to:

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400 EMPLOYMENT OPPORTUNITY

HALIBURTON HIGHLANDS HEALTH SERVICES
Leaders in Innovative Rural Health Care

ADMINISTRATOR/DIRECTOR OF CARE, HYLAND CREST

Minden, Ontario

The Administrator/Director of Care is responsible for the managerial and clinical oversight of the LTC Home providing leadership, direction and technical support to departmental staff consistent with HHHS values, policies, and procedures and legislative requirements. Ensures employee compliance with adherence to standards of quality, infection control, occupational health, professional practice and emergency procedures in support of the provision of high-quality, safe and efficient resident care. As a member of the management team, communicates the organizational vision, strategic goals and objectives and participates in the establishment of annual operating plans. Manages the human, fiscal and capital needs within allocated resources. Completes departmental schedules in compliance with applicable collective agreements and monitors workflow. Ensures all health and safety measures required by applicable legislation are followed and all reasonable precautions are taken to protect the health and safety of our workers and residents. Responsible for intervening when issues are brought forth as well as identifying, managing and reporting any concerns or issues. Liaises with unions, families, residents, volunteers and other internal and external partners as required.

QUALIFICATIONS:

- BScN degree and current registration with the College of Nurses of Ontario
- Minimum of 3 years' experience working in a managerial capacity in a Health Care setting, preferably Long-Term Care (LTC)
- LTC Administrator and DOC course or completion within one year
- A minimum of 5 years' experience working as an RN in a LTC environment
- Excellent critical thinking and problem-solving skills
- Knowledge of and demonstrated ability in analysis, measurement and evaluative methods, facilitation and presentation skills.
- Demonstrated experience with the promotion and implementation of clinical best practices
- Excellent interpersonal skills and ability to work with administration, the management team, the Board of Directors, charge nurses, staff, physicians and community stakeholders
- Knowledge of the legislation, guidelines and regulations of the Long Term Care Act(s)
- Demonstrated commitment to continuing education
- Wages are commensurate with experience and education.

SUBMIT APPLICATION AND RESUME TO:

Human Resources
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HALIBURTON HIGHLANDS HEALTH SERVICES
Leaders in Innovative Rural Health Care

Vice President, Clinical and Community Programs and Chief Nurse Executive Haliburton Highlands Health Services

The VP/CNE is an innovative, strategic leader who plays a key role in guiding the organization in a collaborative, accountable, and aligned quality-focused culture. Committed to shared decision-making, the VP/CNE enables integration with health care partners and providers across the continuum of care to advance a collaborative inter-professional practice environment that values the contributions of all staff and maximizes professional scope of practice. As a member of the Executive Leadership Team, the VP/CNE fulfils a key role in the areas of quality and risk management, financial/operations and utilization management, planning, infection control, patient/resident/client safety, ethics, change management, and professional practice. The VP/CNE is responsible for supporting local community strategies to support the delivery of responsive programs and services. The VP/CNE is accountable for fostering a healthy work environment in which collaboration is valued and excellence in clinical care and professional development is promoted and achieved.

The preferred candidate will possess exceptional leadership abilities and a demonstrated passion for engaging employees at all levels while promoting a positive internal culture. With superior knowledge of current trends in health care, including system transformation, Ontario Health Teams, and integrated models of care and service, the VP/CNE will have an ability to build strong relationships with a variety of individuals including patients, residents, clients, families, employees, physicians, volunteers, and community partners and stakeholders. Current registration and standing with the College of Nurses of Ontario is mandatory, and a commitment to ongoing education/professional development and a relevant Masters degree is preferred.

SUBMIT COVER LETTER AND RESUME TO:
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Look at these great job opportinities for 2023!

HALIBURTON HIGHLANDS HEALTH SERVICES
Leaders in Innovative Rural Health Care

Leader, Quality, Patient Safety and Risk Management

POSITION DESCRIPTION:

Reporting to the Vice President, Clinical and Community Programs and Chief Nurse Executive, the Leader, Quality, Patient Safety and Risk Management has a critical and practical role responsible for achieving the organization's goal of excellence in service delivery to its patients and clients by providing the operational leadership and support for quality improvement, patient safety, risk management, patient relations processes, and policy procedure oversight.

Working on behalf of the Executive Leadership Team, this position provides support for and direction to the Operational and Clinical Leadership teams for managing the development and implementation of policies and processes to integrate quality improvement, patient safety principles, Accreditation standards, evidence-based practices / best practice standards and risk management strategies in the operation of the hospital, community, and long-term care services to support HHHS to achieve its quality and patient safety goals. In addition, the position supports the development and implementation of the organization's Quality Improvement Plans, Balanced Scorecards, leads Accreditation preparation and related activities across the organization, provides leadership for the policy management system, and works collaboratively with the Leadership team to support emergency management and preparedness.

- Promotes a culture of patient safety and continuous quality improvement, and facilitates the integration of quality improvement initiatives and best practice standards that can be monitored and measured using reliable and valid data; builds organizational capacity for patient safety and quality improvement.
- Provides leadership in the development, implementation, and evaluation of quality improvement processes and programs to continually improve the provision of patient/client/resident care.
- Supports Quality Reviews as needed within the organization and the local region.
- Supports Management and Executive Leadership teams, and the Chief of Medical Staff to develop and execute local quality improvement priorities and ensures that strategic information, quality improvement, and performance measurement initiatives are linked to strategic and operational priorities and activities.
- Works collaboratively with Managers, staff, and physicians to promote all domains of quality (including effectiveness, efficiency, accessibility, accountability, and sustainability, etc.) in clinical and operational processes and provides leadership and support for quality reporting to the Executive Leadership Team, Board of Directors, and relevant government bodies.
- Leads the organization's Accreditation preparation and processes, and ensures compliance with national Accreditation standards; works collaboratively with the Leadership team to embed Accreditation standards into organizational policies, procedures, processes, and practices.
- Works collaboratively with the HHHS Professional Practice Leader / Educator to implement best practice standards and guidelines.
- Leads the implementation and ongoing process of the HIROC Risk Registry across the organization.
- Maintains fiscal accountability by collecting and monitoring necessary fiscal and quality data, analyzes data appropriately, initiates and implements methods of cost containment in relation to the service/area, and justifies expenditures.
- Provides leadership and development support for identification of performance indicators across the continuum of care and provides consultative services regarding an array of quality methods used in high performing organizations (including Lean principles, concepts, tools, and methods).
- Supports program and department managers to analyze current trends and data in support of quality improvement and patient safety.
- Performs other related duties as assigned.

QUALIFICATIONS:

- Required: Regulated Health Professional Undergraduate degree
- Master's degree in a health-related discipline is preferred
- Minimum 5 years of experience leading healthcare or hospital-based quality and patient safety projects with demonstrated leadership in the areas of Quality Improvement, Patient Safety, Risk Management, and the Accreditation Canada process preferred
- 3 years of progressive career experience demonstrating successful outcomes on a variety of quality performance indicators
- Program Planning and Project Management training and experience is considered an asset
- Healthcare Risk Management Certification is considered an asset
- Patient Safety and /or Patient Experience Certification/program completion is considered an asset
- Expert knowledge of quality and safety with the ability to introduce innovative approaches to change
- Sound knowledge of quality improvement methodologies, patient safety methodologies, service design, data management and reporting, and patient engagement Demonstrated ability to successfully lead a portfolio of projects simultaneously
- Excellent analytical, problem-solving and decision-making skills with the ability to identify trends, establish benchmarks, as well as provide credible analysis and recommendations
- Self-directed strategic thinker bringing new approaches to quality and safety, service innovation, and performance management
- Excellent communication and interpersonal skills; experience working both independently and in a team-oriented, collaborative environment is essential
- Excellent leadership skills with the ability to coach, mentor and motivate
- Expert in stakeholder management, with the ability to forge and maintain strong internal and external stakeholder relationships
- Demonstrated working knowledge of spoken and written English, with strong written and oral presentation skills
- Satisfactory police check for vulnerable populations
- Demonstrated good attendance and performance records with the ability to maintain these same standards
- Demonstrated ability to function effectively in a highly-dynamic, fast-paced, continually-changing environment.
- Must be familiar Microsoft Suite (i.e., Word, Access, and Excel).
- Physical ability to perform the duties of the position.

SUBMIT COVER LETTER AND RESUME TO:

Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609

PLEASE QUOTE JOB NUMBER: **2022-89**

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation. Information received relating to accommodation needs of applicants will be addressed confidentially.

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ACUTE CARE NURSE PRACTITIONER

HALIBURTON HIGHLANDS HEALTH SERVICES
Leaders in Innovative Rural Health Care

POSITION DESCRIPTION:
Reporting directly to the Chief Nurse Executive and with a matrix report to the Clinical Manager, Acute Care and ED, the Acute Care Nurse Practitioner (NP) is a registered nurse in the extended class who holds a Master's degree in Nursing with expertise in one or more clinical nursing specialties. In keeping with Haliburton Highlands Health Services (HHHS) mission, vision, and values, the NP is responsible for working together with the interprofessional team toward development, implementation, and evaluation of patient plans of care, and uses advanced knowledge, skill, and judgment in providing care and solutions for complex health-care issues for a specified patient population. In this role the NP works in collaboration with the MRP to provide comprehensive care to our acute medical inpatient population. The NP participates in the on call rotation with hospitalist back up support.

The NP utilizes a holistic approach that is grounded in evidence with an emphasis on health promotion and illness/injury prevention. The role includes direct comprehensive patient care including advanced assessment, diagnosing, prescribing, ordering, and interpreting lab, radiology, and ultrasound tests as per defined regulations and legislated scope of practice.

In addition to direct clinical care, the NP plays a leading role in the development and implementation of applicable clinical guidelines and protocols, promotes the use of research and evidence-based practice, provides expert support and consultation, and facilitates system change. The NP is committed to lifelong learning and is committed to promoting, leading, and contributing to the learning of others.

QUALIFICATIONS:
- Master's Degree in Nursing required
- Registration with the College of Nurses of Ontario in the Extended Class (RN(EC))
- NP adult preferred, or a combination of Primary Health Care Nurse Practitioner Certificate and previous relevant hospital experience
- Minimum three years' experience.
- Gerontology Nursing Certificate GNC(C) preferred
- Emergency experience an asset
- Relevant professional and specialty organization membership(s) (e.g., RNAO/NPAO) preferred
- Current Basic Cardiac Life Support (BCLS) Certification
- Demonstrates behaviors consistent with HHHS core values
- Demonstrated critical thinking and decision-making skills
- Excellent assessment, planning, organizational, problem solving, communication, teaching, time management and evaluation skills
- Excellent verbal and written communication skills
- Excellent interpersonal skills and ability to work effectively with patients, families, and all members of the interprofessional team
- Accomplished change agent
- Enhanced patient-centered care practices
- Teaching experience in classroom and clinical settings.
- Demonstrates understanding of, compliance with, and commitment to patient safety responsibilities and corresponding hospital plans, policies and procedures, to ensure a healthy and safe work environment

SUBMIT COVER LETTER AND RESUME TO:
Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609

PLEASE QUOTE JOB NUMBER: **2022-96**

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation due to a disability. Information received relating to accommodation needs of applicants will be addressed confidentially.

Full Time Assistant Director of Care and Infection Control Program Lead

HALIBURTON HIGHLANDS HEALTH SERVICES
Leaders in Innovative Rural Health Care

Minden, Ontario

Organization Background:
At Haliburton Highlands Health Services (HHHS) we strive to be leaders in innovative rural health care, working closely with local and regional partners to promote wellness and provide access to essential services. HHHS manages two Long-Term Care facilities – Hyland Crest in Minden (62 bed home) and Highland Wood in Haliburton (30 bed home) – that provide high-quality care for those no longer able to live at home. We are pleased to share that we have a new ADOC/IPAC Lead role in our Hyland Crest LTC Home in Minden. Wages are commensurate with experience and education.

Our dedicated team of health care professionals are guided each and every day by our core values of Compassion, Accountability, Integrity, and Respect.

Position Summary:
The Associate Director of Care and Infection Control Program Lead (ADOC/IPAC Lead) reports directly to the Administrator/ Directors of Care and are responsible for providing program management and leadership to the infection prevention and control (IPAC) program (practices and protocols) to ensure regulatory compliance and implementation of clinical and non-clinical care standards and best practices in accordance with the Fixing Long-Term Care Act, 2021 and ON Regulation 246/22.a. This position also provides both clinical and administrative support to the team and is responsible for coordinating risk management and quality improvement activities by fostering a culture of continuous quality improvement with a focus and emphasis on residents, and safety. The incumbent provides leadership and support for quality and risk-related initiative within HHHS.
The ADOC/IPAC Lead will advise on educational content to be provided to staff at orientation and through ongoing training with a primary focus on clinical practice. The ADOC/IPAC Lead is accountable for assisting with the management of quality nursing care and services within the home. They will work with the multidisciplinary team supporting and mentoring all departments.

Qualifications:
- diploma or BScN degree from an accredited college or university program
- minimum 5 years of active Nursing Experience, with a minimum of 2 years' experience in the long-term care sector.
- Completion of IPAC Canada endorsed course and Certification in Infection Prevention and Control through IPAC Canada required within three (3) years of hire
- A minimum of 1 years' experience involved in infection prevention education or project work
- Experience performing activities that are client centered, while incorporating Quality Improvement Principles
- Current registration with the College of Nurses of Ontario and proof of annual CPR Certification
- Knowledge of and demonstrated ability in analysis, measurement and evaluative methods, facilitation and presentation skills
- Demonstrated experience with best practice guidelines
- Demonstrated experience with the promotion and implementation of clinical best practices
- Knowledge of the legislation, guidelines and regulations as they relate to the position and responsibilities of the Long Term Care Sector.
- Knowledge of, and demonstrated ability in corporate core competencies including customer service, communication, team work, initiative/self-management, accountability, flexibility and adaptability.
- Ability to deal cooperatively and effectively with all levels of staff, unions/employee/client groups and ability to foster cooperative/collaborative working relationships.
- Ability to travel to off-site locations in a timely and efficient manner, as required.
- Ability to work outside regular business hours, including evenings, nights and weekends, as required.

SUBMIT APPLICATION AND RESUME TO:
Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON, K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609

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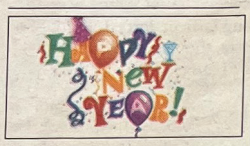

Celebrate!

Want a place to ring in the new year? We've got lots of ideas.

See ads

Wales re-visited

Every Christmas, reporter Bryn Weese returns to his mother's homeland.

See page 4

Christmas spirit

Community generously responds to needs of Minden Food Bank.

See page 3

Curling duo shines

Ed Cyr and Connor Duhaime have their sights set on success.

See page 17

In Quotes

"You've got health, you've got the world."

Words of well-earned wisdom to live by: Gord Monk on what would make him happy.

See page 2

Darren Lum/TIMES

Happy for the holiday

Connor Dollo lets out a shout as he toboggans down the hill behind Archie Stouffer Elementary School on what turned out to be the last day of school before the Christmas break. Slick roads cancelled classes as well as the Christmas pageant on December 23.

What makes a new year happy?

by BRYN WEESE
Times Staff

In just a few days, the Highlands will be ringing with shouts of "Happy New Year!"

We asked several Highlanders what it will take to make them happy in 2006.

Minden Hills Reeve Jim McMahon was driving through southern Ontario's Mennonite country when his cellphone rang. Pulling over to the side of the road so he could contemplate the question, his first response was "One hundred per cent co-operation from council.

"I would like to see Minden Hills move forward and really start to prosper," he continued. "We need to look outside the box."

Looking out his car window at the streets of St. Jacob's, McMahon saw what happens when a village works together to promote tourism. "The owners take pride in their stores and are happy when you come in," he says.

In the New Year he's going to contact the Haliburton County Development Corporation and several downtown businesspeople to see what can be done.

"Let's start promoting the town of Minden," he says. "We're the gateway to the

see CO-OPERATION *page 2*

HAVE goes to India

by BRYN WEESE
Times Staff

The grassroots keep growing in Haliburton County as HAVE continues to bring clean drinking water to those in need halfway around the world.

Since 1982, the small but dedicated group of volunteers who make Help a Village Effort so successful has brought clean drinking water to hundreds of thousands of people in India, their main region of charity for the past 10 years.

Former Haliburton resident Gerry Feltham started the organization in 1982 to give the world what we take for granted here in the county: fresh drinking water.

"Gerry wanted to help the poor," says Ron Reid, an original member of HAVE and one

see HAVE *page 8*

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Best Wishes for 2006 ~ Happy New Year!
Luba Cargill, Madeline Doyle, Goldie Foster, Patti and Hal Johnson, Debra Lambe, Denise LeBlanc, Deborah Lawton, David Lee, Bruce Livingston, Al Mayo, Mike Murray, Michelle & Chris Smolarz, Lawrence VanLieshout, Anthony vanLieshout
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From our home to yours, we wish you a safe and happy holiday season.

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